



Recruitment and Selection Process for Asheville Police Chief



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Last Revised 12/30/2014

Timeline

2015 JUNE 1 (Tentative)
New Police Chief Starts

2015 week of APRIL 27 (Tentative)
Announcement New Chief

2015 MARCH 16 - APRIL 6
Preliminary candidate interviews

2015 FEBRUARY 15 - MARCH 15
Recruitment period

2015 FEBRUARY 2 – 27
Executive recruiter-led process to gather internal and external input

2015 JANUARY 30
Executive recruiter selected

2015 JANUARY 9
Due date for proposals extended from December 19

2014 DECEMBER 19
Proposals for process due

2014 DECEMBER 12
Announcement of Interim Chief

2014 NOVEMBER 21
Request for Proposal released

What's happening now?

The City is receiving responses to the Request for Proposal (RFP) for a high-quality professionally managed recruitment process to recruit and select a new police chief. The deadline for RFPs has been extended to January 9, 2015. As a part of a city-wide classification and compensation study, City staff are reviewing and revising the current Job Specifications for police chief in order to provide an updated version for use during the recruitment process.

On December 12, the city [announced](#) the appointment of retired Santa Cruz, CA Police Chief [Steve Belcher](#) as the Interim Police Chief.

Why it's happening

The recruitment process is underway to identify the replacement for Police Chief William Anderson, who officially retired on December 30. Information currently being gathered in the organizational assessment by [Matrix Consulting Group](#) will be considered in the recruitment process. The recruitment process coincides with ongoing, aggressive improvement efforts within the Asheville Police Department including the engagement of APD employees in implementing the [APD Strategic Operating Plan](#).

A search firm will be selected to engage key internal and external stakeholders in the identification of preferred candidate characteristics for successful leadership of the police department with a focus on sustaining and further growing the relationship between APD and the community. The selected search firm will assist the city with all arrangements for the recruitment process including development of a candidate profile, recruitment and screening of candidates, and facilitation of the interview and selection process. The search firm will also conduct detailed professional reference checks on recommended finalists.

Supporting documents

[Request for Proposal \(RFP\) for Recruitment and Selection of Asheville Police Chief](#)
[2014 City of Asheville Police Department Organizational Chart](#)

Comments about the Recruitment and Selection process may be submitted to:

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